

# Nursing Certification: Journey to Excellence

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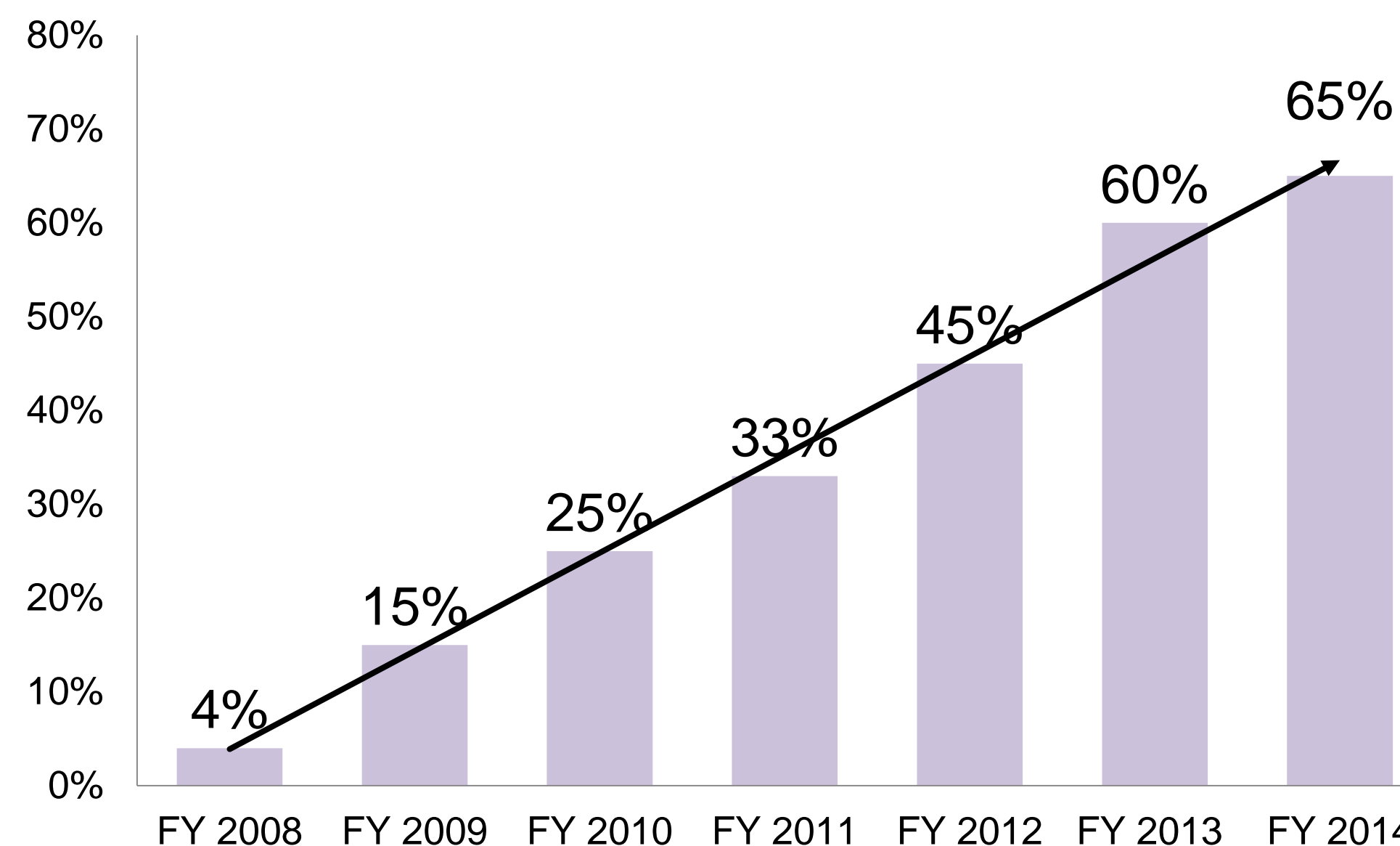
## Why Should a Rehabilitation Nurse Get Certified?

Within the field of rehabilitation, attaining Certified Rehabilitation Registered Nurse (CRRN) status demonstrates a high level of commitment to professional growth. Specialty certification is associated with improved outcomes for patients and certification improves job satisfaction and retention. TIRR Memorial Hermann's strategy for culture change involves assistance in test preparation and recognition events for all CRRNs.

## Where To Start

A 2008 audit demonstrated the certification rate was less than 5%. A staff survey was utilized to determine interest in forming study groups. Nurse Educators acted as a resource in this preparation and with registration for the exam.

## Certified Rehabilitation Registered Nurses at TIRR Memorial Hermann



## Leading by Example

98% of Nursing Leadership at TIRR Memorial Hermann has earned the CRRN credential.

## How To Prepare the Nurses

A computerized testing and study resource was purchased for facility-level use. Certification is part of the career ladder goals at TIRR Memorial Hermann and is tied to compensation. The hospital reimburses staff for testing costs with proof of successful completion. The leadership team committed to hosting a review course, and continues to do so, twice a year. An educational grant has been utilized to offset costs of the review course. This is open to rehabilitation nurses throughout the area and is promoted by the local chapter of ARN.

## How To Recognize the Nurse's Achievement

A recognition event was instituted each Certified Nurses Day. Hospital newsletters and bulletin boards highlight the facility's CRRNs. The Chief Medical Officer and CNO/COO are personally involved in the awarding of pins and bouquets at the annual luncheon.